

## Privacy Notice

### For Directors, Senior Executives, Persons who may be Directors

Thai Rubber Latex Group Public Company Limited (“Company”) is aware of the importance of the protection of personal data of directors, senior executives, persons who may be directors, family members or other persons whom the directors or persons who may be directors provide the data to the Company. The Company, therefore, has a system to maintain data security and concise operating procedures, as well as measures to maintain data security to prevent the unauthorized access, disclosure, use or amendment of data. This notice is intended to clarify the details about the collection, use or disclosure of personal data, data retention period, data destruction, as well as the right of the data subject by which you can study in details regarding the protection of personal data as follows:

#### **1. Purpose of Collection, Use and Disclosure of Personal Data**

The Company collects the data for your benefit while making the transaction and/or using the service with the Company in order to comply with the laws and related regulations and/or for any other benefit that you have given your consent to the Company by which the Company will keep your data according to the Company's security measures for the following purposes:

Purposes	Law Base
<p><b><u>If you are directors, senior executives, persons who may be directors</u></b></p> <ul style="list-style-type: none"> <li>● Data used for consideration, selection and appointment of company directors or senior executives;</li> </ul>	<ul style="list-style-type: none"> <li>● Contract base</li> <li>● Legitimate interest base</li> <li>● Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>● To engage between you and the Company, e.g. payment of remuneration, preparation and keeping the record of directors' data, submission of meeting agenda document, disclosure of data through the company's website, sending to external agencies for applying for courses that you attend the training as a director or senior executive, disclosing data through various media on behalf of the Company to the third parties, e.g. securities holding, education background, employment history, etc</li> </ul>	<ul style="list-style-type: none"> <li>● Contract base</li> <li>● Legitimate interest base</li> <li>● Law compliance base</li> </ul>

Purposes	Law Base
<ul style="list-style-type: none"> <li>Examining information on interests of directors, senior executives and related persons, e.g. securities holding to be acknowledged by the regulatory agencies;</li> </ul>	<ul style="list-style-type: none"> <li>Legitimate interest base</li> <li>Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>Meeting arrangement and attendance of the shareholders' meeting, recording of photographs and audio or video during the shareholders' meeting to be published in the Company's website or any other social media to be viewed by the attendees later or for any activities of the Company that are beneficial to attendees;</li> </ul>	<ul style="list-style-type: none"> <li>Legitimate interest base</li> <li>Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>To record the meeting and prepare the minutes of the meeting to send to the relevant agencies, e.g. the Stock Exchange of Thailand. Publication of details on the Company's website;</li> </ul>	<ul style="list-style-type: none"> <li>Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>To establish legal claims, various litigation and legal enforcement;</li> </ul>	<ul style="list-style-type: none"> <li>Legitimate interest base</li> <li>Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>Compliance with the law on public limited company, the law on securities and stock exchange, e.g. director registration, compliance with order of regulatory agencies, competent authority under the law, independent organizations or any actions in accordance with relevant law;</li> </ul>	<ul style="list-style-type: none"> <li>Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>Security inside the building and company building area, e.g. image recording inside the Company building with CCTV;</li> </ul>	<ul style="list-style-type: none"> <li>Legitimate interest base</li> </ul>
<ul style="list-style-type: none"> <li>For data, access, use of the Company's information technology system, e.g. computer passwords, access codes for photo copier;</li> <li>For data on transaction with the bank;</li> </ul>	<ul style="list-style-type: none"> <li>Contract base</li> <li>Legitimate interest base</li> </ul>

Purposes	Law Base
<ul style="list-style-type: none"> <li>To comply with the law on public health, infectious disease control, epidemic;</li> </ul>	<ul style="list-style-type: none"> <li>Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>To manage health and safety, e.g. annual health check.</li> </ul>	<ul style="list-style-type: none"> <li>Prevention or suppression of harm to life, body, human health base</li> </ul>

Objectives	Law Base
<p>Family members, other persons whom the directors or senior executives provided the data. Persons who may be the directors or executive directors.</p> <ul style="list-style-type: none"> <li>To examine data on interests of the directors, senior executives; to report conflict of interest of the Company, e.g. securities holding to the regulatory agencies;</li> </ul>	<ul style="list-style-type: none"> <li>Legitimate interest base</li> <li>Law compliance base</li> </ul>
<ul style="list-style-type: none"> <li>To contact in case of need, emergency.</li> </ul>	<ul style="list-style-type: none"> <li>Legitimate interest base</li> <li>Law compliance base</li> </ul>

## 2. Personal Data that the Company collects from you

The company collects data, use or discloses and source of data in order to collect data your personal data, including:

2.1 General personal data which is your identity data means data related to a natural person which makes you identifiable, either directly or indirectly, e.g.

- Personal data: e.g. Identification card data, Identification card number, name, surname, gender, date of birth, nationality, driving license data, data in the passport; data about the name-surname change, data in the copy of the house registration, data in other identity documents issued by the regulators, photo, signature;
- Contact data: address, telephone number, email, LINE ID;
- Financial data, e.g. a copy of the bank passbook, bank account number, name, surname, amount of share, salary;
- Data about attending the training activities, seminars, may have /meetings/contact with the Company /voice recording, still images or videos recording;
- Conversation between you and the Company, including conversation via telephone, email, LINE message memos or any other means;
- Other personal data, e.g. education history, employment history, family member data, reference person data, marital status;
- Securities holding data of directors, senior executives, related persons;

- Screening data for communicable diseases, epidemics;
- Data about accessing, using the Company's information technology system;
- Data recording by CCTV camera.

The Company may collect certain types of your sensitive personal data for use in accordance with the purposes stated in this notice with your consent. In the event that the identity document that you send to the company may show sensitive data, the Company has no intention of collecting, using and or disclosing/sensitive data. Therefore, you are encouraged to erase, conceal the data before making a copy and sending to the Company. If you do not conceal such data, you are deemed to authorize the Company to conceal such data and deemed that the document is legally valid.

If the Company cannot conceal your sensitive data due to certain technical restrictions, the Company will use such data as part of identity verification and it shall not be deemed as the collection, use and disclosure of your sensitive data unless it is permitted to be done by law.

#### 2.2 Sensitive Personal Data, e.g.

- Religious data;
- Blood type data;
- Health information, e.g. congenital disease, food allergy history, drug allergy;
- Criminal data.

### **3. Disclosure of Personal Data**

The Company may disclose your personal data to the following types of persons or entities:

3.1 Affiliated businesses, departments within the company involved in the process for the purpose of implementation of the stated objectives;

3.2 Government officials or authorities or having a lawful order to perform as required by law, e.g. Department of Business Development, Office of the Securities and Exchange Commission (SEC), Stock Exchange of Thailand (SET), Court, Thai Institute of Directors Association (IOD);

3.3 Agents, contractors/ subcontractors and/or service providers for any action for the Company, e.g. professional consultants, auditors, legal advisors, etc.;

3.4 Banks or financial institutions that the Company has the transaction with;

3.5 Other third parties, e.g. disclosure of data through website, public relations of the Company's activity photos.

### **4. Right under the Personal Data Protection Act**

The Personal Data Protection Act has the purpose to keep your personal data to be more control. You can exercise the right under this Act provided in respect of the right of the subject of personal data which is applicable.

The details are as follows:

**4.1 The right to request for access**, receipt of a copy of your personal data, including requesting to disclose the source of your personal data collected by the Company without your consent unless the company has the right to refuse your request by law or court order and in the event that your request to access and obtain a copy will have an impact that may cause the damage to the rights and freedoms of other people;

**4.2 The right to request for correction** of your inaccurate or incomplete personal data to be accurate, current, complete and not to cause misunderstanding;

**4.3 The right to request the Company** to suspend the use of your personal data in any of the following cases:

4.3.1 When the Company reviews at your request to amend your personal data to be accurate, complete and up-to-date;

4.3.2 Your personal data is collected, used or disclosed unlawfully;

4.3.3 When your personal data is no longer necessary for keeping in accordance with the purposes for which the Company has informed you of the collection, however, you wish the company to continue to maintain that data for supporting the use of your legal right;

4.3.4 When during the period the Company is proving to you the legitimate grounds for storage, collecting your personal data or checking the necessity to collect, use or disclose your personal data for the public interest due to the fact that you have exercised the right to object to the collection, use or disclosure of your personal data.

**4.4 The right to object to the collection**, use or disclosure of your personal data unless the Company has the grounds for lawful refusal of your request (e.g. the Company can demonstrate for more legitimate grounds to collect, use, or disclose your personal data or for the establishment of a legal claim, the performance or exercise of a legal claim or for the benefit of the public according to the mission of the Company).

**4.5. The right to request for the erasure or destruction** of personal data. You may ask the Company to erase or destroy your personal data or make it non-identifiable if you believe your personal data is being stored, collected, used and disclosed unlawfully or that the Company is not required to collect them in accordance with the objectives involved in the policy or when you have exercised the right to revoke your consent or use the right to request for the objection to data processing.

## **5. Storage Period**

The Company will keep your personal data for as long as it is necessary in achieving the objectives that the Company has notified in this notice. In the event that you have terminated your relationship with the Company, the Company will keep your data in accordance with the Company's privacy policy and may continue to store them in order to establish legal claims according to the legal prescription, but not more than 10 years after the termination of the contract.

In the event that you are a person who may be a director but has not been selected, the Company will keep the data for 1 year from the receipt of data in order to be used for the consideration of future work participation.

However, after the expiration of the said period the Company will delete, destroy your personal data when it is no longer needed to use that personal data by means of destruction, e.g. through a paper shredder or delete from the computer system permanently.

However, in the event of a dispute or lawsuit, the Company reserves the right to keep that data further until the dispute has been given a final order or judgment.

## **6. Sending or Disclosing Data Abroad**

In certain cases the Company may be necessary to disclose your personal data to foreign countries which may have different personal data protection standards from Thailand as the Company has affiliated businesses, group of undertakings located in foreign countries, including having a business or transaction with foreign companies. Therefore, the Company may need to disclose your personal data to those companies, including government agencies, professional consultants, persons involved and necessary for normal business operations.

## **7. Security of Personal Data**

7.1 The Company will provide appropriate security measures for personal data and comply with laws, policies, regulations, requirements and practices for personal data protection for the employees of the Company and other related parties.

7.2 The Company supports and encourages the employees to have knowledge and awareness of duties and responsibilities in collecting, storing, using and disclosing the personal data of data subject to enable the Company to properly and effectively comply with the policy and law of personal data.

## **8. Involvement of Personal Data Subject**

The Company discloses personal data details only upon request from the data subject, successor, heir, legitimate representative or legal guardian which can submit a request on various matters according to the right of the data subject. In this regard the Company will complete the process within a reasonable time but not exceeding the legal period set forth by the law.

In the event that the data subject, successor, heir, legitimate representative or the legal guardian has an objection to the storage, accuracy or any action, e.g. notifying personal data amendment or deletion of personal data, the Company will record the evidence of such objection as evidence as well.

## 9. Access to Personal Data

The Company has determined the individuals who can access to your personal data, including: manager level and above, chiefs, employees, officials, only those who have the related authority to store, collect, use and disclose personal data of processing activities only, the Company will ensure that those involved strictly comply with this notice.

## 10. Amendment to the Privacy Notice

The Company may consider to update, rectify or amend this notice as it deems appropriate and will notify via the Company's website ([www.thaitex.com](http://www.thaitex.com)), the Company's sign board, however, the Company encourages you to check regularly for new notifications, especially before you will disclose the personal data.

Providing data in the consent form document is deemed to acknowledge in accordance with the agreement in the notice. In this regard, please refrain from providing personal data to the Company, if you do not agree with the terms of this notice. If you continue to provide personal data after the notice has been amended and posted in the above channels, then you will be deemed to have been informed of such changes.

## 11. Inquiries

You can inquire about this notice at:

### **11.1 Data Controller**

Name: Thai Rubber Latex Group Public Company Limited  
Contact Address: (Office)  
No. 99/1-3, Village No. 13, Bangna-Trad Road, Km. 7<sup>th</sup>,  
Bang Kaew Sub-district, Bang Phli District, Samut Prakan  
Province 10540  
Contact Channels: Telephone 0 2033 2333  
Website: [www.thaitex.com](http://www.thaitex.com)  
Email: [info@thaitex.com](mailto:info@thaitex.com)

### **11.2 Data Protection Officer (DPO)**

Contact Address: 99/1-3 Village No. 13 Bangna-Trad Road Km. 7th , Bang Kaew  
Sub-district, Bang Phli District, Samut Prakan Province 10540  
Contact Channels: Telephone 0 2033 2333 ext. 407  
Email: [dpo@thaitex.com](mailto:dpo@thaitex.com)